



# Module: Fostering the Drive to Thrive

This model covers strategies for identifying personal sources of motivation and purpose, including identifying strategies for using these aspects to make meaningful contributions to community and throughout the employment journey.

# About CanWork BC

CanWork BC aims to make it easier for youth with disabilities ages to 15 to 30 years old to find and keep employment. There are a series of tools and resources for youth, employers, service providers, educators, and caregivers.

CanAssist at the University of Victoria, with the support of the BC Ministry of Social Development and Poverty Reduction, wrote the Provincial Employment Strategy for Youth with Disabilities (ESYD). This strategy informed the tools and resources.

## The Youth Tool

The CanWork BC youth tool is available as an interactive online platform at [portal.canworkbc.ca](https://portal.canworkbc.ca) and through PDF workbooks such as this one. There are five dimensions of content available.

For the full PDF workbook content and accompanying facilitator guides, as well as other CanWork BC tools and resources, go to [canworkbc.ca](https://canworkbc.ca).

# Introduction

This module has three sections to help you build your understanding of self exploration. You'll explore:

- Discovering your sense of purpose and what gives you fulfillment.
- Identifying what motivates you, both internally and externally.
- Describing how to apply your purpose and motivation to your actions and goals.

Each section will take around 15-30 minutes to complete, and you're welcome to take breaks in between.

Each section has activities that connect self exploration to your own life to make sure this is useful for you. Be prepared to think about and record your answers in whatever way works best. That could be writing your answers in this workbook or using a different format that works for you like voice recording or typing in a notes app.

At the end of the module, you'll have the chance to put what you've learned into practice with reflection questions. Let's get started!

# Section 1: Discovering Purpose

Knowing your purpose helps guide your decisions and actions, clarifying what truly matters to you. By discovering your personal "why," you can align your life with what gives you fulfillment and meaning.

## In this section, we'll cover:

- Discovering what truly matters to you and how it shapes your sense of purpose.
- Understanding how values, passions, and strengths contribute to finding fulfillment.
- Exploring simple steps to guide you in discovering and aligning with your purpose.

By the end of this section, you'll have a better understanding of how to define your purpose and use it to create a more fulfilling and meaningful life.

## Engage and Explore

### Discovering Purpose

Finding your purpose is about understanding what truly matters to you and what brings meaning to your life. Your personal "why" informs your actions, goals, and decisions. Knowing your purpose helps guide you toward fulfillment and clarity in your life. As you grow and learn more about yourself, your purpose can change over

time, but it's a powerful tool to help you navigate life's challenges and opportunities.

Several key elements can help you discover your purpose, such as your values, passions, and strengths. These are important factors in understanding what drives you and shaping the direction you take in life.

<b>Your values</b>	<p>Your values are the beliefs that guide how you live and make decisions. They help shape your purpose and give you direction. For example, values like honesty, integrity, gratitude, family, and generosity can influence how you approach different aspects of life and work.</p> <p>Identifying your values helps you stay true to what matters most and align your actions with your beliefs.</p>
<b>Your passions</b>	<p>Your passions are activities or areas that excite and energize you. They can be a good indicator of your purpose. For example, you might feel passionate about working on creative projects or engaging in artistic activities.</p> <p>If you're unsure about your passions, ask people who know you well. Their perspective on what excites or motivates you can be helpful in</p>

	identifying activities or topics that you want to prioritize spending time on.
<b>Your strengths</b>	<p>Your strengths are the skills and qualities you're good at that come easily to you. Knowing your strengths helps you see how you can reach your goals and how you can help others. When you use your strengths, you feel more confident and motivated.</p> <p>Recognizing your strengths can help you connect your purpose to the things you do best.</p>

## Steps to Finding Purpose

Finding your purpose is a personal journey. Let's look at some simple steps to help you discover your purpose and motivate you as you move forward.

- **Journaling and self-reflection**

Taking a few minutes each day to write down your thoughts and feelings can help you understand what matters most to you. Reflecting on your experiences can guide you in discovering your purpose and tracking your growth.

- **Set small, meaningful goals**

Begin by setting goals that align with your values and passions. For example, if you value generosity, volunteer or

donate to a cause. If sustainability matters to you, find ways to reduce waste in your daily life or start a small garden. These small steps will help you build momentum toward your bigger goals.

- **Build your community**

Connecting with people who share your values can keep you motivated. Join a community that aligns with your interests, whether it's a local group or an online forum. Being part of a supportive community can help you stay focused and encourage you to keep going.

- **Keep exploring**

Your purpose can change over time, so stay curious. Try new things, explore different hobbies, or learn about new career paths. Keep an open mind, and you might discover new passions that will shape your purpose in unexpected ways.

## **Make it Personal**

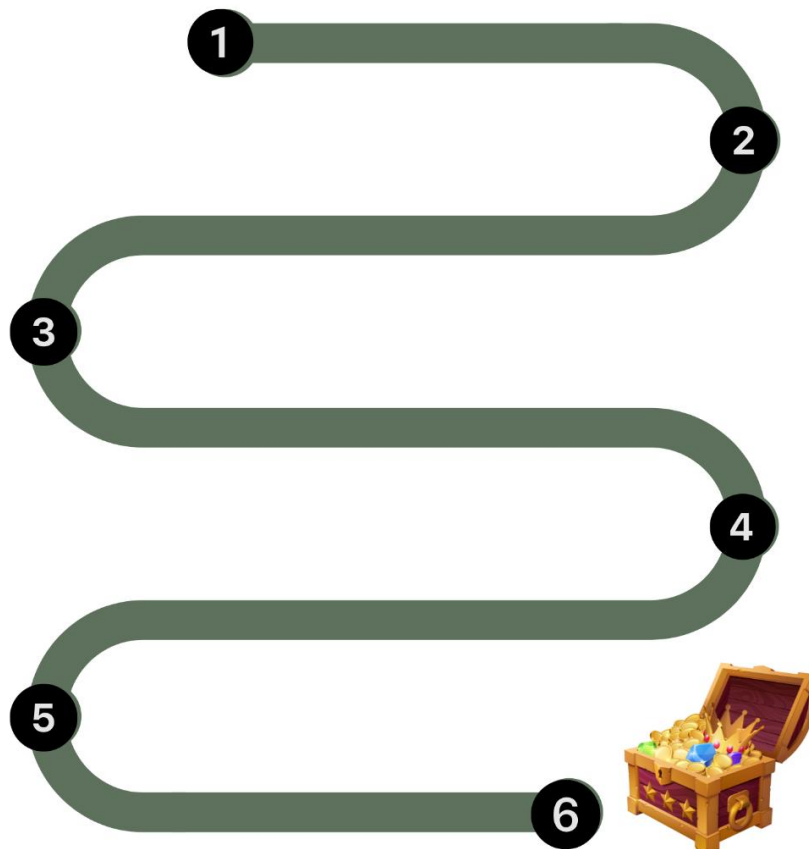
### **What's Your Purpose? A Treasure Hunt**

Get ready for an exciting adventure where you'll explore different parts of yourself to uncover what matters to you. Think of this as a treasure map where each spot gives you a clue to help you unlock your true purpose.

Ready to begin your journey? Let's read the instructions below and get started!

## Instructions:

1. **Explore the map.** You'll find six numbered spots on the map. Each spot represents a question to help you learn something important about yourself.
2. **Answer each question.** As you explore, take a moment to think about your answers. You can write them down in the space provided or think about them as you go along. This is all about discovering what matters to you, so be honest with yourself.
3. **Uncover your treasure.** After exploring all the spots, you'll gather the clues to better understand your treasure — your sense of purpose! This treasure will help you understand how what matters most to you shapes your goals and actions in life.



### **Spot 1: What gets you excited?**

Think about activities or things that make you feel energized. What makes you forget about time because you're so into it? This could include sports, music, art, helping others, or a topic you love learning about.

*What activities get you excited and bring you joy?*

### **Spot 2: What are your core values?**

Values are the things you believe are important in life, such as honesty, kindness, or creativity. They guide how you make decisions and live your life.

*What values are most important to you?*

### **Spot 3: What are your strengths?**

Think about what comes naturally to you. Are you a great listener? Do you love solving problems? What strengths do people often notice in you?

*What are your top strengths?*

### **Spot 4: What do you want to achieve?**

This spot is all about your dreams and goals. Do you have a vision for your future? Is there something you've always wanted to do or accomplish?

*What's one big goal you want to achieve?*

### **Spot 5: What impact do you want to make?**

Think about the people or community you want to help or make a difference for. Is there a cause you're passionate about? How do you want your actions to affect others?

*Who or what do you want to impact with your actions?*

### **Spot 6: Unlock your purpose!**

Congratulations, you completed your treasure hunt! Look back at what you've written in the five boxes above to reveal your treasure: your purpose!

Your purpose combines what excites you, what you value, your strengths, your goals, and how you want to help. It will guide your decisions and help you focus on what matters most.

Feel free to share your findings with others or keep them as a personal reminder of what truly matters to you. Your purpose will continue to grow as you explore new opportunities and challenges! 🌟

## Section 2: Identifying Motivation

Knowing what motivates you is essential for staying committed to your goals and purpose. Motivation is the energy that pushes you to take action, stay focused, and keep moving forward.

**In this section, we'll cover:**

- Understanding the difference between internal and external motivation.
- Identifying your sources of motivation.
- Learning ways to use motivation to stay on track with your purpose.

By the end of this section, you will have a better understanding of what motivates you and how to use that motivation to stay on course and achieve your goals.

### Engage and Explore

#### Discovering Motivation

Motivation drives you to take action and keep working towards your goals. It's the energy that helps you stay focused, even when things get tough. There are two main types of motivation: internal and external. Understanding both can help you stay on track and committed to your purpose.

- **Internal motivation**

Internal motivation comes from within you. It's the personal reasons and desires that push you to act, even when there's no external reward. This type of motivation is often stronger than external motivations because it's connected to your values and passions.

Here are some examples of internal motivation:

- *Passion for learning:* You study hard because you enjoy gaining new knowledge.
- *Personal growth:* You work on improving yourself because it makes you feel proud and fulfilled.
- *Helping others:* You volunteer because it gives you a sense of purpose and satisfaction.

- **External motivation**

External motivation comes from outside sources. It's when someone or something else encourages you to act. This could be a reward, recognition, or approval from others.

Here are some examples of external motivation:

- *Money:* You work hard because you need the paycheck to support yourself.
- *Praise:* You do the best work you can because you want recognition from your boss or coworkers.
- *Competition:* You push yourself in a race or contest because you want to win.

## Combining Internal and External Motivation

While both types of motivation are important, **combining them** is often the best approach. When your internal motivations align with external rewards, you will likely stay committed and achieve your goals.

For example, let's say you're passionate about environmental sustainability (internal motivation), and you get recognized by your community for your efforts (external motivation). The combination of your passion and the recognition from others can keep you motivated to do more.

## How to Stay Motivated

Knowing what motivates you helps you stay focused, especially when things get difficult. Use the tips below to make the most of both internal and external motivation and stay on track:

### Find rewards that match your values

If you're motivated by rewards, choose ones that align with what's important to you. For example, if you love learning, reward yourself with a new book or course.

### **Growth with self-compassion**

Celebrate your small wins and view mistakes as opportunities for growth. Being kind to yourself keeps you focused on progress, not perfection, and keeps you motivated to continue moving forward.

### **Reflect on your achievements**

Take a moment to think about how far you've come. Compare where you are now with where you were a few years ago. Acknowledge your progress and use that as motivation to keep going.

### **Visualize your success**

Imagine how making progress towards and achieving your goals will feel. Visualizing success can help you stay focused and remind you of the bigger picture.

## Stay flexible

Motivation can change, and sometimes your goals may need to adjust. Be open to change and update your goals as your circumstances or priorities shift.

# Make it Personal

## Discover Your Motivation

In this activity, you'll apply what you've learned about internal and external motivation to your life.

### Instructions:

Follow the three steps below to discover what drives you and create a plan to stay motivated.

#### Step 1: Identify your goal and motivations

Think of a specific goal you want to achieve. It could be something small, like finishing a task, or something big, like learning a new skill. Now, ask yourself:

- Why do I want to achieve this? (This is your internal motivation.)
- What will I gain from achieving it? (This could be an external reward.)

*For example:*

- **Goal:** Complete a school project on time.
- **Internal motivation:** I want to feel proud of my work and learn more about the topic.
- **External motivation:** I will get a good grade and praise from my teacher.

## **Step 2: Combine your motivations**

Write down how your internal and external motivations work together to help you stay committed. You can write it in the space below, or in a notes app or another digital format that works best for you.

*For example:*

- "I want to finish my online course to improve my skills at work because I feel accomplished when I learn new things (internal motivation). I'll stay motivated by earning a certificate and getting recognition from my manager (external motivation)."

"I want to achieve my goal of \_\_\_\_\_

because \_\_\_\_\_ (internal motivation).

I'll stay motivated by \_\_\_\_\_ (external motivation)."

### **Step 3: Stay motivated with a reminder**

Create a simple reminder for yourself, like a note or phone reminder, that includes your “why” and a reward.

*For example:*

- "I'm doing this to grow and improve (internal), and I'll treat myself to a break when it's done (external)!"

## Section 3: Putting Purpose to Practice

Knowing your purpose and motivation is one thing but putting them into practice is what really helps you achieve your goals. It's about aligning your values and what drives you with the actions you take every day. This can help you stay focused, even when challenges come your way.

**In this section, we'll cover:**

- How to connect your purpose and motivation with your daily actions.
- Practical strategies to set and work toward your goals.
- How to apply your purpose and motivation to your career journey.

By the end of this section, you will have a better understanding of how to turn your purpose and motivation into action by applying these ideas to your personal and professional life.

### Engage and Explore

#### Taking Purposeful Action

Now that you understand your personal purpose and motivation, it's time to put them into action. Aligning your purpose and motivation with your daily actions and goals helps you stay focused and make progress, especially in your career.

### **Set clear, actionable goals**

Start by setting goals that connect to your purpose and motivation. These goals should excite you and help you focus on what matters most. For example, if your purpose is to help others, your goal might be to volunteer with a local non-profit organization that is aligned with your interests or passions.

### **Break big goals into smaller steps**

Big goals can feel overwhelming, so break them down into smaller, more manageable steps. This way, you can make steady progress and feel accomplished as you work toward a goal. For example, if your goal is a promotion, focus on actions such as learning a new skill, leading a team project, or asking for feedback.

### **Align your routine with your purpose**

Build habits into your daily routine that align with your goals and values to stay on track. For example, if you want to improve communication, spend 10 minutes daily reading tips or practice

active listening. These habits will help you focus on your purpose.

## Staying on Track and Overcoming Challenges

Once you've set your goals and routines, staying motivated and focused is important. Use these strategies to keep moving forward, especially when faced with challenges:

- **Stay focused on your "why"**

When things get tough, remind yourself why you started in the first place. This can help you stay motivated and push through challenges.

- *For example, if you're working towards a degree, your reason might be to get a better job and improve your family's life. By keeping that purpose in mind, you'll find the strength to keep going.*

- **Use motivation to overcome challenges**

Think about how your motivation can help you push through when challenges arise. Whether it's internal motivation, like personal growth, or external motivation, like rewards, use it to keep yourself going.

- *For example, if you're working on a challenging project at work, remember that completing it will improve your skills and support your goal of getting a promotion.*

- **Align your actions with your values**

Make sure your daily actions match your values and purpose. This will help you feel fulfilled and motivated.

- *For example, if you care about environmental sustainability, you could look for opportunities within your role to help your workplace become more eco-friendly or prioritize working for a company focused on sustainable initiatives. When your actions align with your values, you'll feel better about what you're doing.*

- **Reflect regularly**

Take time to reflect on your progress. Are you staying focused on your purpose and goals? If not, adjust your actions.

- *For example, set aside time each week to review your achievements to see what worked and what needs improvement. Regular reflection helps you stay on track and move in the right direction.*

## Make it Personal

### The Gap and The Gain<sup>1</sup>

When you're working toward a career goal, it's easy to focus on how far you still have to go (the gap). The gap is the space between where you are now and the goals you're working towards in the

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<sup>1</sup> The concept of 'The Gap and The Gain' is drawn from Dan Sullivan and Dr. Benjamin Hardy. 2021. *The Gap and The Gain: The High Achievers' Guide to Happiness, Confidence, and Success*. New York. Hay House. The Gap And The Gain® is a registered trademark, copyright and concept owned by The Strategic Coach Inc. All rights reserved. Used with written permission. [www.strategiccoach.com](http://www.strategiccoach.com).

future. But what if you switched your focus to how far you've already come (the gain)? This simple shift can help you stay motivated and feel more positive about your journey.

For example, if your goal is a promotion, it's easy to focus on what you still need to achieve. But by reflecting on the skills you've gained, the projects you've completed, and the progress you've made, you'll see how far you've come. Recognizing the gain boosts your confidence and strengthens your motivation.

In this activity, you'll reflect on your gap (the things you're still working toward) and your gain (the progress you've already made). By recognizing your gain, you'll see how your purpose and motivation are helping you succeed.

## **Instructions:**

Follow the four steps below:

### **Step 1: Reflect on Your Gap**

Take a moment to think about something you're still working toward in your career (your gap). It could be a big goal, like landing a promotion, switching jobs, or developing a new skill.

Answer these reflective questions to help identify your gap:

1. What's something I want to achieve in my career but haven't yet?

**2. Why is this goal important to me? How does it connect to my purpose or motivation?**

**Step 2: Reflect on Your Gain**

Now, think about the progress you've already made in your career (your gain). This could be anything you've achieved, no matter how small it might seem at first, like learning a new skill, completing a project, or taking steps to improve your work-life balance.

Answer these reflective questions to help you identify your gain:

1. What have I already achieved in my career journey?

**2. How has my purpose or motivation helped me reach this achievement?**

**Step 3: List your gap and gain**

Write your responses below or in a notes app or another digital format that works for you. Here's an example to help guide your reflection:

My Gap	My Gain
<i>Get promoted to supervisor</i>	<i>Took a training course to improve my skills</i>

<i>Develop public speaking skills</i>	<i>Led a small meeting at work</i>
<i>Find a new job that aligns with my values</i>	<i>Updated my resume and started applying for jobs</i>

<b>My Gap</b>	<b>My Gain</b>

## Step 4: Focus on Your Gain

Once you've reflected on your gap and gain, take a moment to be grateful for how far you've come. Celebrating your progress is a great way to stay motivated and keep moving forward.

## Reflect and Connect

Great work! We've covered a lot in this module, including:

- Discovering what gives you a sense of purpose and fulfillment.
- Identifying the motivations that drive your actions and help you stay committed.
- Putting your purpose and motivation into practice to guide your daily actions.

Take a moment to think about the questions below and how they relate to your experiences. Think of this as a reflective journal for yourself, which you can refer to later.

Happy reflecting!

**Do your values align with the goals you're working toward?**



**How can you use your motivations to stay focused on your goals?**

**What is one small action you can take today to align your goals with your purpose?**

# Keep Going

There is so much more to learn! Access the full CanWork BC content and learn more about the program at **[canworkbc.ca](https://canworkbc.ca)**.

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This program is funded by the Government of Canada  
and the Province of British Columbia.